

At LibertyPay we recognise the value of recruiters. We want to work with you, but in a way that allows us to spend time focused on your candidates, not your terms and conditions.

### Our request of you

1. Under no circumstances call us without prior arrangement via **email**. We do not respond to speculative calls.
2. Only submit candidates via the email address above. Submitting a candidate here is the only way we can track candidates have come from you. We will not accept candidates from you via any other routes.

### Our promise to you

1. We will always respect the confidentiality of your candidate. In the event that we are interested in your candidate, we will get in touch with you. If you do not hear from us, please assume we are not interested in them. If we think you've done a good job understanding our requirement then we will endeavour to provide you with feedback on candidates that are not quite right.
2. We will always pay the market salary for the best candidate. We will determine this through our own research.
3. We will never sign any Terms & Conditions. Treat this page as our contract. Regardless of whether you attach your own terms to your email, by sending us applicants you are tacitly accepting our terms. It is simply not practical for us to review every recruiter's terms.
4. We will never work on an exclusive or a retained basis.
5. We will never prejudice a candidate on the basis that they have come via a recruiter.

### Our commercial terms

We pay 12% first year basic salary (no consideration is given to other forms of remuneration) for a successful candidate. We will always pay within 30 days of invoice, not to be issued before the candidate has commenced employment. If we hire a candidate that you have introduced to us for a different role to the one advertised within 6 months of your introduction, or for the same role after 6 months, then we will pay 50% of the rate expected for the original hire. If your candidate leaves within 90 days for any reason you will refund us 100% of the success fee.

If you can't work with these terms then please don't submit candidates.